

## Fairer Enfield

# Background Report on the development of our proposed equalities objectives

**Report Author:** Corporate Strategy Service

**Date:** 13 October 2020

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. We have identified six focused areas of work to reduce inequality, which affect specific groups in Enfield.

To identify these draft objectives, we have:

- analysed local data on the outcomes and experiences of different groups in our communities
- analysed national research on inequality
- learnt from the successful approaches taken by councils elsewhere, as well as other public sector and voluntary and community sector organisations
- considered and discussed the views and experiences of the staff in our staff equality networks and the experiences of voluntary and community sector partners.

This briefing provides a summary of the local and national data and best practice which has informed the six draft objectives for consultation and engagement during autumn/ winter 2020.

### **1) Increase the number of Enfield residents with special educational needs and disabilities (SEND) gaining and sustaining paid employment**

Disabled residents are disproportionately impacted by unemployment. Data from 2019 showed that only 42.6% of disabled persons in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled persons are in employment.<sup>1</sup>

The Council already have successful programmes in place to support residents with SEND into employment, which can be further developed to achieve this objective. The supported internship scheme is a yearlong study program, commissioned by the Council to West Lea School, for 16-24-year olds who have an Educational Health Care Plan or a Statement of Special Educational Needs. From the 2018/19 Cohort,

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<sup>1</sup> National Population Survey, 2019

62% of students went straight into paid employment and only 5% finished without a job offer or an offer to extend their placement.

The Equals Employment Service is part of Adult Social Care and provides support to adults with disabilities to gain and sustain paid employment. Once students graduate from the supported internship scheme, they are transferred to the 'Equals Team' for support.

## **2) Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community.**

Although we do not have local data on outcomes for our LGBT community, Stonewall have produced a report based on YouGov research with 5000 lesbian, gay, bi and trans people across Britain.<sup>2</sup> The study shows that 52% of LGBT people had experienced depression in the last 12 months; almost half (46%) of trans people have thought about taking their own life; and 31% of LGB people who aren't trans have said the same.

The School Report, published by Stonewall in 2017, demonstrated the need to further support LGBT young people to reach their full potential. This report found that nearly half of LGBT pupils are bullied for being LGBT at school and just 40% of LGBT young people said they have an adult that they can talk to about being LGBT.

We can act locally, working with our schools, to help improve the wellbeing of our LGBT community and tackle homophobic, biphobic and transphobic bullying.

Another national survey carried out by Stonewall found that 23% of respondents have experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.<sup>3</sup> We can take action as an employer, learning from best practice guidance provided by Stonewall, to create an LGBT inclusive workplace.

## **3) Reduce social isolation and improve mental health**

According to Enfield Council's Scrutiny Review of Loneliness 2019, 31% of Enfield residents over 65 live alone and the Campaign to End Loneliness estimated that 30% of the local population aged over 65 feel mildly to severely lonely.<sup>4</sup> Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the part of our population projected to grow fastest, with increasing numbers of older people at risk of loneliness and isolation.

Insufficient social connection can have a detrimental effect on psychological health and increase risk of physical health issues. Amongst elderly people, loneliness has been linked to a 29% increase in the risk of developing cardiovascular disease and an increase in the risk of accelerated cognitive decline.<sup>5</sup> Social isolation also puts

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<sup>2</sup> [https://www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_health.pdf](https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf)

<sup>3</sup> [https://www.niesr.ac.uk/sites/default/files/publications/160719\\_REPORT\\_LGBT\\_evidence\\_review\\_NIESR\\_FIN\\_ALPDF.pdf](https://www.niesr.ac.uk/sites/default/files/publications/160719_REPORT_LGBT_evidence_review_NIESR_FIN_ALPDF.pdf)

<sup>4</sup> <https://governance.enfield.gov.uk/documents/s73329/LonelinessandSocialIsolationScrutinyWorkstreamReportFinalDraft.pdf>

<sup>5</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5102822/>

people at risk of injury, contributing to the risk of falls. Between April 2017 and March 2018, 805 Enfield residents were admitted to hospital due to falls.<sup>6</sup>

During the COVID-19 pandemic, risk of isolation and loneliness has increased further, with certain groups of people particularly impacted. A survey conducted by Alzheimer's Society found that 56% of people with dementia living on their own felt lonelier over the lockdown period; whilst 23% of people with dementia who live with another person felt lonelier during this period.<sup>7</sup>

People living in care homes and assisted living communities have also been particularly impacted, unable to see family and friends, or even their informal carers due to 'no visitors' policies. The cancellation of group activities and communal dining in care homes, to reduce the risk of coronavirus transmission, added to the isolation that people experienced.

We can take action to provide opportunities for social connection and reduce the risk of social isolation for over 65s in Enfield, in our role as care provider, and in our role as place-maker - providing inclusive meetings place and through continuing to find innovative ways to help connect and empower communities to support one another.

#### **4) Take specific and measurable action to overcome racism in Enfield.**

Black, Asian and Minority Ethnic groups experience inequality in housing, education, employment, health and criminal justice. This inequality has been evidenced by the disproportionate impact of Covid-19 nationally and locally.<sup>8</sup> It is also evidenced in national research that people who identify as Black, Asian, Mixed or 'Other' ethnicities are more at risk of becoming involved in crime;<sup>9</sup> and in local data which shows Black people are over-represented in youth convictions.

The Lammy Review 2017 highlights that the BAME proportion of young people offending for the first time rose from 11% in the year ending March 2006, to 19% in the year ending March 2016.<sup>10</sup> There is also local evidence that Black people in Enfield are over-represented in youth convictions. We can take action with our partners to increase our understanding of the causes of this at a local level, and by providing targeted and evidence-based interventions to help prevent people most at risk from being drawn into crime.

BAME communities are also particularly vulnerable to increased debt and financial hardship as result of economic lockdown. National analysis found that 12-18% of BAME communities were struggling financially before the crisis, compared to 5%

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<sup>6</sup> <http://www.enfieldccg.nhs.uk/Downloads/Equality-and-diversity/Equality%20information%20report%202016.pdf>

<sup>7</sup> <https://www.alzheimers.org.uk/news/2020-07-30/lockdown-isolation-causes-shocking-levels-decline-people-dementia-who-are-rapidly>

<sup>8</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/908434/Disparities\\_in\\_the\\_risk\\_and\\_outcomes\\_of\\_COVID\\_August\\_2020\\_update.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf)

<sup>9</sup> Youth Justice Statistics 2018-2019:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf)

<sup>10</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/643001/lammy-review-final-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf)

across the population.<sup>11</sup> We can take action through our work to improve access to benefit and debt advice for all residents, and also by learning from others to specifically help BAME-owned businesses to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses.

We can also take action as an employer to reduce the ethnicity pay gap for our staff, learning from best practice elsewhere and listening to and working with our Ethnic Minority network.

We are also learning from and responding to the Black Lives Matter movement committing to educating, informing and inspiring people about black history as part of our programme of cultural events across Enfield.

## **5) Keep people safe from domestic abuse.**

An estimated 2 million adults in England and Wales aged 16-59 years experienced domestic abuse in the year ending March 2018, equating to a prevalence rate of approximately 6 in 100 adults. Women were around twice as likely to have experienced domestic abuse than men.<sup>12</sup> Over the 12 months to August 2020, Enfield recorded 6,361 incidents of domestic abuse and during the Covid-19 Lockdown Enfield recorded the third highest level of domestic violence with injury in London.

We can take action locally by working with all relevant partners to offer a quick response and reduce risk to vulnerable adults and their children, through our new dedicated multi agency domestic abuse hub. We also have a Violence against Women and Girls Strategy which is informed by best practice and research and sets out the actions we are taking to prevent and tackle domestic violence and abuse.

## **6) Promote cohesion and tackle hate crime**

Hate Crime in Enfield has increased by 41.1% in the year ending August 2020, with 683 offences recorded when compared with 484 the previous year.<sup>13</sup> We can act locally by working with the Enfield Hate Crime Forum to tackle extreme behaviour, encourage the reporting of hate crime and ensure that victims are supported through the criminal justice system. We have a Hate Crime Strategy which is informed by best practice and research, which sets out the actions we are taking to achieve this objective.

Racist and Religious hate crime is the highest proportion of the hate crime strands; it independently increased by 47.7% (194 offences) over the year.<sup>14</sup> As well as continuing to take action with our partners to tackle this crime, we can take action by supporting the Enfield faith groups and their faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.

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<sup>11</sup> <https://www.ippr.org/blog/minority-ethnic-groups-face-greater-problem-debt-risk-since-covid-19>

<sup>12</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

<sup>13</sup> The nature of hate crimes is complex and can have multiple aggravating factors.

<sup>14</sup> <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

Disability hate crime increased by the highest percentage (118.2%) in Enfield over the 12 months to the 31<sup>st</sup> August 2020, rising from 11 to 24 offences.<sup>15</sup> As well as continuing to take action with our partners to tackle this crime, we can help reduce the vulnerability to becoming a victim of crime for people with learning disability, by working with members of our Learning Disability Forum to implement best practice in minimising risk.

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<sup>15</sup> <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>